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WASH

WATER AND SANITATION  
FOR HEALTH PROJECT



COORDINATION AND  
INFORMATION CENTER

Operated by The CDM  
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1611 N. Kent Street, Room 1002  
Arlington, Virginia 22209 USA  
  
Telephone: (703) 243-8200  
Telex No. WU1 64552  
Cable Address WASHAD

The WASH Project is managed  
by Camp Dresser & McKee  
Incorporated. Principal  
Cooperating Institutions and  
subcontractors are: Interna-  
tional Science and Technology  
Institute; Research Triangle  
Institute; University of North  
Carolina at Chapel Hill;  
Georgia Institute of Tech-  
nology—Engineering Experi-  
ment Station.

# WASH HRD REPORT SUMMARIES

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Source

Over the past 3 years of the WASH Project, a wide variety of projects have focused on Human Resource Development. The attached 14 project summaries are representative of WASH HRD involvement and are grouped in two ways:

## REGIONAL CATEGORIES

- Latin America
- Africa
- Near East
- Asia

## SUBJECT CATEGORIES

- Human Resource Planning
- Workshops/Conferences
  - Training of Trainers
  - Workshop Assessment
  - Conference Planning
  - Technical Training
- Institutional/Organizational Development
- General HRD Activities

You will find both WASH HRD REPORT SUMMARIES, Regional Categories and Subject Categories attached.

## WASH HRD REPORT SUMMARIES

### Regional Categories

#### LATIN AMERICA

WASH Field Report No. 49, An Assessment of the Method of Training Promoters of the Ecuadorian Institute of Sanitary Works. Ambaro, Ecuador, May 17-June 4, 1982

AID/Ecuador requested WASH assistance to observe and review a three week classroom and field demonstration training course being held for community health promoters from eighteen provinces in Ecuador. The course was given by the Ecuadorian Institute of Sanitary Works (IEOS) in conjunction with AID. The purpose of the review was to develop insights and recommendations to strengthen future training courses and the IEOS program in rural water supply, sanitation and community participation.

WASH Field Report No. 56, Selection of Alternatives to Gravity Flow Systems for Rural Communities: A Workshop to Train Guatemalan Engineers in Pumping Technologies

WASH was requested by AID/Guatemala and Agua del Pueblo, a PVO, to provide technical assistance in the design and implementation of a comprehensive workshop on small scale pumped water supply systems. The program was developed in close collaboration with participating organizations. Its objectives included training in technology and design selection; training in the planning design, construction, operation and maintenance of small scale pumped water supply systems; and the development of organizational capacities to transfer technical knowledge from the engineer level to the para-professional level. The work had five phases: collection of background data, needs assessment, workshop development, workshop implementation, and adaptation of workshop for other program personnel. The workshop took place July 5-30, 1982, with ten Guatemalan engineers participating.

## AFRICA

### WASH Field Report No. 58, September, 1982, Environmental Sanitation Master Plan for Training and Education in Tanzania

AID/Tanzania requested WASH technical assistance to develop the plan recommended in WASH Field Report No. 7 of March 9, 1981, 'Tanzania - A National Environmental Sanitation Education Master Plan - A Preliminary Review.' The scope of work included collection of relevant information on training and on the status of sanitation programs and projects in Tanzania and the development of the Master Plan based on the Field Trip Report. The Plan outlined educational and training objectives, operational strategies, roles of participating institutions, implementation requirements and schedules, evaluation procedures and estimated financial needs.

### WASH Field Report No. 87, June 1983, Testing Training Manuals for Rainwater Roof Catchment and Spring Capping Systems in Workshops for Togolese Development Agents

USAID/Togo requested WASH assistance in the training of social promotion agents in village level water supply system design and construction as part of on-going AID funded projects. The technical and training instruction given to these agents prepared them to assist village populations in developing local springs and rainwater harvesting systems. The training plan included preparation, coordination, training sequence, agenda, and types of performance demonstrations in the field. It also identified controls to insure that the training materials resulted in a package of field tested materials and methodology that could be translated and applied in other country/geographic situations.

### WASH Field Report No. 99, Training in Health Education and Sanitation Promotion for Rural Water Projects in Malawi, April 6-8, 1983, April 18-May 6, 1983, May 17-June 3, 1983

AID/Malawi requested WASH technical assistance in the design and delivery of a training-of-trainers workshop and two three-week-long workshops on community participation in relation to the AID piped water project. Sixty-five Ministry of Health Field staff were trained in providing health education and sanitation improvements in rural piped water supply areas. Workshop topics included the communication process, adult learning theory, community motivation methods, shared approaches to developing problem-oriented learning programs, community education techniques and materials, and village health committee formation, functions, administration and supervision.

The Supplement to this report contains the detailed training of trainers report and a draft design for a field workers workshop.

## NEAR EAST

WASH Field Report No. 34, September 1982, A Proposed Action Plan for a National Training Program in the Water Sector for the Hashemite Kingdom of Jordan

The AID Mission in Amman, Jordan, requested two WASH consultants to assist in developing a national water resources training program. Following intensive preparation in the U.S., the field work included a review of human resources development (HRD) in Jordan with AID and relevant organizations; visiting agencies and facilities; reviewing documentation; and preparing a preliminary HRD plan, program and schedule. These were discussed with Mission staff and government officials and modified appropriately before formal presentation to the concerned institutions.

WASH Field Report No. 67, Organization of a Colloquium on Rural Water Supply and Sanitation: Kasserine, Tunisia, November 23-26, 1982

The USAID Mission in Tunisia requested WASH planning and implementation support for a Conference on Water Supply and Sanitation for Rural Dispersed Populations. The purpose of the conference was to exchange information and experience on rural water supply services, on technologies for disinfection, on equipment and fittings for use at water points, and other related aspects.

Six working groups generated action plans in six distinct areas of rural water supply. A training specialist designed the working group methodology and prior to the conference trained the Tunisian working group leaders how to use the methodology prior to the conference.

ASIA

WASH Field Report No. 68, A Workshop for the Provincial Waterworks Authority of Thailand: Team Building for Management, November 1-5, 1982

The AID Mission in Thailand requested WASH training assistance in designing and delivering a workshop on management team building for the Provincial Waterworks Authority (PWA) of Thailand. The purpose of the workshop was to bring the top 30 officials of the PWA together into a working team necessitated by the merger of two government organizations. The problem-solving and team building was designed to address problems and make recommendations in the following areas: staffing, role clarification, decision-making, organizational communication, performance standards, and training needs assessment.

WASH Field Report No. 94, A Workshop for the National Water Supply and Drainage Board (NWSDB) of Sri Lanka, June 6-10, 1983

AID/Sri Lanka requested that WASH provide technical, training and management assistance to the National Water Supply and Drainage Board (NWSDB) and also the Ministry of Local Government, Housing and Construction (MLGHCL). The specific tasks of the WASH consultants were to prepare and conduct a workshop on the management of operations and maintenance activities for the NWSDB and to develop procedures and methods for the maintenance of water supply and sanitation activities.

The Supplement to this report contains the written materials produced by the participants.

## NON-REGION SPECIFIC

### WASH Field Report No. 45, Training of Trainers Workshop for Technology Transfer Personnel in Water Supply and Sanitation

The AID Office of Health requested WASH assistance in the design and implementation of a six day Training of Trainers Workshop for selected personnel involved in the transfer of AID handpump technology. Participants in the training came from WASH subcontractor personnel involved in technology transfer activities from Georgia Institute of Technology, the International Science and Technology Institute, and the University of Maryland. The purpose of the workshop was to upgrade the training skills of the participants so they could more effectively implement the transfer and proper utilization of the AID handpump in their field assignments. The workshop was held February 21-27, 1982, and covered basic principles of adult learning, needs assessment, writing objectives, and designing and delivery training. Participants were trained in task and performance oriented approaches.

### WASH Field Report No. 60, Second Trainer of Trainers Workshop for Technology Transfer in Water Supply and Sanitation

The office of Health requested WASH to plan and conduct the second 'Trainer of Trainers Workshop for AID Handpump Technology Transfer Personnel,' September 15-17, 1982. This workshop reinforced and expanded on the material covered in the February 1982 Workshop. Among other topics, it reviewed progress, identified training problems, reinforced training design and delivery skills, and provided practice in using training techniques and writing training materials. Participants were from the Georgia Institute of Technology and staff from the WASH office who are involved in technology transfer operations.

### WASH Technical Report No. 20, Guidelines for Human Resource Development Planning in the Water Supply and Sanitation Sector

Guidelines for HRD planning have been developed. These guidelines are designed to be used by an experienced multidisciplinary team having expertise in planning water supply and sanitation programs, designing HRD systems, and developing HRD programs to meet sector needs. The approach takes about three person-months of effort. A four phase process is suggested: background procedures, demand estimation procedures, supply estimation procedures, and synthesis of demand/supply information and HRD plan development.

NON-REGION SPECIFIC (cont'd)

WASH Working Paper No. 9, November 1981, Identification Program:  
Report of a Workshop

The Consultant Identification Program (CIP) was designed and conducted in August 1981 to test a model of assessment/self-assessment of potential human resource development and health education consultants. It also provided an opportunity for potential consultants to become acquainted with the nature of short-term consulting, and an opportunity for USAID and WASH staff members to become acquainted with available consultants. A summary of the program design, staff preparation, and workshop activities are included in the report.

WASH Working Paper No. 24, A Systematic Training Program for  
Potential Human Resource Development Managers for Water and  
Sanitation Institutions

A systematic training program for HRD managers is proposed. An HRD manager is defined in the document as a senior person with overall responsibility for the HRD function in a national water supply and sanitation agency. The document contains an occupational profile of an HRD manager, describes the minimum requirements for entry into the training program, outlines a proposed training program, and discusses staffing needs for the training program and steps required to implement the program. The proposed training program involves two ten-week workshops, two two-week workshops, and three visits for each participant by training staff members. Outcomes of the program include fifteen or twenty well trained HRD managers and effective HRD functions developed in the organizations of the participants.

## WASH HRD REPORT SUMMARIES

### Subject Categories

#### HUMAN RESOURCE PLANNING

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## WORKSHOPS/CONFERENCES

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## GENERAL HRD ACTIVITIES

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